



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
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WILLIAM T FUJIOKA
Chief Executive Officer

June 13, 2014

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to be "W. T. Fujioka", written over a horizontal line.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

REQUEST FOR EXTENSION OF REPORT BACK ON THE MANAGEMENT APPRAISAL AND PERFORMANCE PLAN REDESIGN (ITEM NO. 50-B, AGENDA OF APRIL 15, 2014)

On April 15, 2014, a motion by Supervisor Ridley-Thomas and Supervisor Knabe directed the Chief Executive Officer (CEO) to report back in writing as part of the fiscal year 2014-2015 Budget Deliberations in June with:

- 1) A Countywide assessment of outstanding Management Appraisal Performance Plan (MAPP) compensation issues, including salary inequities, by County department as a result of the Board-approved MAPP changes in 2007;
- 2) Potential actions that could be taken to resolve the identified issues; and
- 3) Potential adjustments to compensation that would be required to implement any new changes recommended as a result of the Department of Human Resources (DHR) and CEO MAPP redesign efforts targeted for completion in October 2014.

Status

To date, we have initiated the process of 1) compiling and reviewing internal salary data for approximately 1,100 MAPP participants, and 2) reviewing management organizational structures for all County departments. Once we have reviewed all of the relevant information in its aggregate form, we will be able to fully assess the effectiveness of the plan and generate recommendations to address any issues identified.

"To Enrich Lives Through Effective And Caring Service"

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In addition, we are working with the DHR to ensure that any potential recommendations made are in alignment with the MAPP redesign efforts. In order to provide a comprehensive response, we respectfully request an extension of the due date of our report to September 30, 2014.

If you have any questions or need additional information, please let me know, or your staff may contact Steve Masterson at (213) 974-8481, or via email at smasterson@ceo.lacounty.gov.

WTF:JA
SM:SO:mmg

c: Executive Office, Board of Supervisors
Human Resources

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